Forces Ready For Joint Operations

Worldwide Joint Training and Scheduling Conference 2006-1

Joint Assessment and Enabling Capability Update

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Agenda

Joint Assessment & Enabling Capability

- Overview of JAEC
- Assessment in Joint Training System
- 2005 T2 Block Assessment
- Metrics for the Future
- Way Ahead

T2 Management and Oversight

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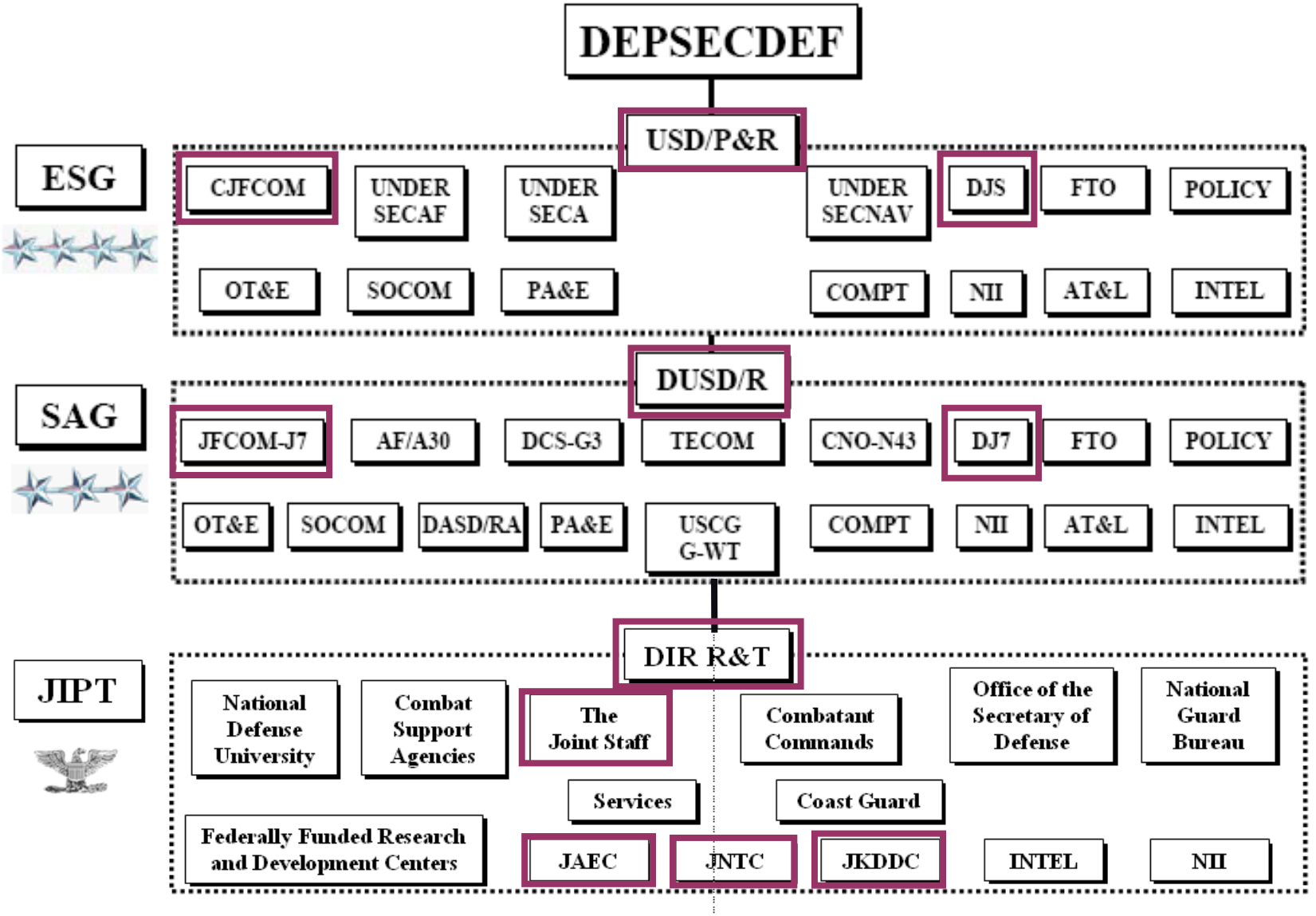

JAEC's Place in Training Transformation

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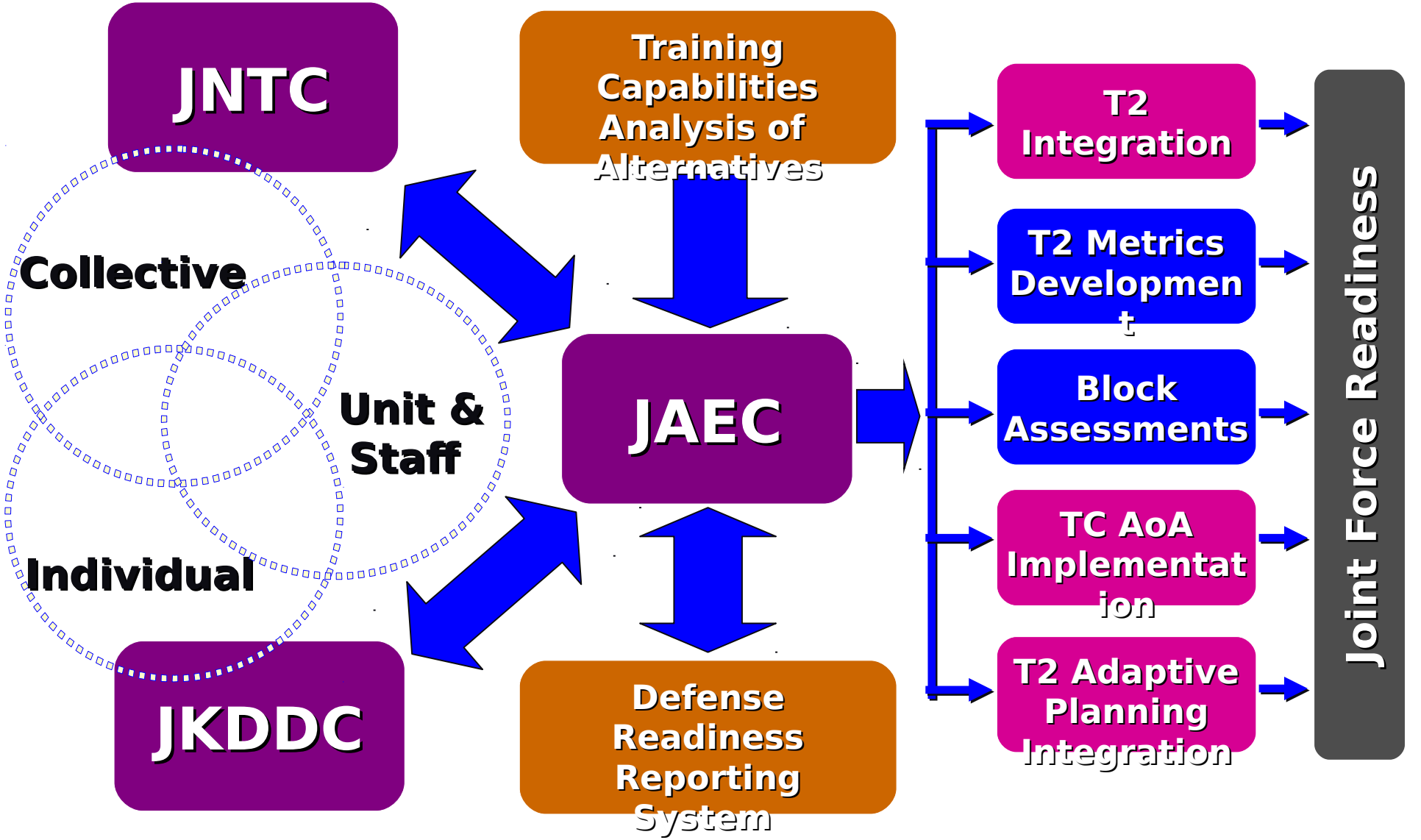

Assessment Within the JTS

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- **Topic: Assessment within Joint Training System process**
- **Status: Assessment is least-developed of four phases**
- **Issue(s): Assessment structure, performance metrics, enabling systems all being developed and synchronized.**
- **Impact: Training assessments will affect the other three phases of JTS as well as readiness and decisions about resources.**
- **Actions to Resolve Issue (Current/Planned): OSD-JAEC partnering with Joint Staff/J7, JFCOM, Services, and other Stakeholders to realize fully-functional and fully-supporting Assessments**

Block Assessment

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- **Topic: Assessment of Training Transformation**
- **Status: 2005 baseline assessment complete and published**
- **Issue(s): 2005 assessment used metrics that were available, not always optimum. Ad hoc data collection was time-consuming for JNTC and JKDDC.**
- **Impact: Analysts spent time gathering information, not analyzing it. Positive measures need to be taken to prevent a repeat for 2007, but more importantly to put in place an overarching framework to assess the effect of Joint training on force readiness.**
- **Actions to Resolve Issue (Current/Planned): JAEC leading effort to synchronize efforts of stakeholders (e.g., 27 March working group). T2 Assessment Plan for 2007 in development.**

T2 Charge for Block Assessment

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- **The purpose of the Block Assessment*:**
  - **Assess Joint training capabilities, T2 integration and management**
  - **Provide feedback concerning how forces are trained in T2 to meet operational needs, now and in the future**
  - **Focus assessments on enhancing T2 Joint training initiatives**
  - **Enable continuous transformation of DoD**

*** Source: DoD T2 Implementation Plan, 9 June 2004**

- **Address three questions:**
  - **How is T2 enabling the readiness of our Joint forces to meet operational needs?**
  - **How can T2 programs be better focused on meeting current and future operational needs?**
  - **How can T2 management be made more effective?**

Collaborative Process Across Training Community

Block Assessment Methodology for 2005

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T2 Objectives → **Attributes of Joint Training** → **Supplemented By Case Study Technique**

- Strengthen Joint operations by preparing forces for new warfighting concepts
- Continuously improve Joint force readiness by aligning Joint education and training capabilities and resources with combatant command needs
- Develop individuals and organizations that think Joint intuitively
- Develop individuals and organizations that improvise and adapt to emerging crises
- Achieve unity of effort from a diversity of means
- Prepare forces for new war fighting concepts and capabilities
- Develop individuals and organizations that improvise and adapt to emerging challenges

- Focus on Right Skills, Tasks, Learning
- Train the Right Audience
- Provide Flexible, Adaptive, Timely Training
- Efficiency

Time Frame	Major Exercise Thread	UE Exercise Thread
Before T2	TB 01	UE 01-3 FD 01
Start of T2	CJTFEX 04-2	UE 03-2 FD 03
T2 Now	JRF 05	UE 05-3 (MRX)
T2 Tomorrow	TF 06	UE 06-2 (MRX)

2005 Assessment: Outcome Metrics

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Metric	Training Attribute
Number of Joint programs nominated, reviewed, and accredited	Right Skills, Tasks, Learning
Availability of JKDDC courseware on Joint and Service portals	
Percent of Service/Component tasks in Joint exercises that match COCOM Joint tasks	
Extent of interagency participation in Joint exercises	Right Audience
Percent of Joint staffs trained for deployment	
Percent of Individual Augmentees trained for deployment	
Resources required to conduct Joint collective training exercises	Efficiency

2005 Assessment: Process Metrics

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Metric	Training Attribute
Number of COCOMs providing performance measures to JTIMS	Right Skills, Tasks, Learning
Number of JWFC-supported Joint training events	
Percent of JWFC exercises supported by Observer/Trainers	
Number of sites and mix of LVC technology employed in distributed Joint training	Right Audience
Number of available JKCCD courses	
Time to prepare and execute Joint exercises	Flexible, Adaptive, Timely Training
Number of reusable learning and/or knowledge objects	
Individual training in flexibility and adaptability	
Courseware development costs	Efficiency

2005 Assessment Metrics: Process & Outcome Metrics

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Metric	Training Attribute
Implementation and usage of the Joint Training and Experimentation Network (JTEN)	Right Audience
Number and timeliness of lessons learned fed back into the Joint training	Flexible, Adaptive, Timely Training
Availability and use of Service knowledge management systems	

Candidate Long-Term Metrics

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- **Right Skills/Tasks/Learning**
  - Percent COCOM JMETs trained in joint exercises
  - Percent of JMETL missions for which assigned forces are fully trained, partially trained, or untrained
  - Training outcomes
  - Effectiveness of feedback systems
- **Right Audience**
  - Number of participants using JKDDC and JGTC resources
  - Number of programs accredited and/or certified
  - Extent of Reserve Component, Interagency, and International participation in joint training
- **Flexible/Adaptive/Timely Training**
  - Amount and timeliness of lessons learned feedback
  - Time to fill emerging joint training gaps
  - Pre-deployment training at the right time for individual and collective training
- **Efficiency**
  - Cost per participant (collective and individual training)
  - Percent of training that is conducted at home station vice other (support and

These are a starting point…not carved in stone

What We Can Do Better – T2 Management Actions

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- **Integrated approach for conducting Individual and Collective training**
- **Manage personnel aspects of training to track experience, education, and training**
- **Promote wider use of the Joint Training System**
- **Other management issues**
  - JKDDC move to JFCOM site
  - Ensure MRXs scheduled close to deployment
  - Train DoD forces with interagency, multinational, etc. to maximize interoperability
  - Follow-up with TC AoA recommendations

Way Ahead

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- **For T2**
  - **Train individuals and units in adaptability**
  - **Make training more capable of quickly responding to changing missions and lessons learned**
  - **Develop assessment framework with common metrics**
  - **Incorporate 2005 assessment feedback into T2 programs**
  - **Provide data collection plan within JTS and JTIMS**
  - **Continue to address critical TC AoA joint training deficiencies (gaps)**
  - **Incorporate resource analysis process**

- **For T2 Assessment**
  - **Prepare JMOs for future cost, schedule and performance assessments**
  - **Focus data collection for Services and COCOMs through JTS and JTIMS**
  - **Provide metrics development process for T2 exercises and individual training**
  - **Institutionalize feedback from Senior Mentors, Staff Assistance Visits, and lessons learned**